



Leicestershire County Cricket Club Non - Executive Director Vacancy

[CANDIDATE BRIEF]

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Leicestershire County Cricket Club invites applications for a Nominated Non-Executive Director who could bring expertise in community engagement and diversity.

Please continue reading for more information.

If you would like to discuss this opportunity further, or have any questions about the role, please contact Elizabeth Owusu-Apenten on Elizabeth.OA@perrettlaver.com.

The deadline for all applications is 5pm on Monday 16th May 2022.

AN OVERVIEW



Leicestershire County Cricket Club (LCCC) is one of eighteen first-class county clubs within the domestic cricket structure of England and Wales. It represents the historic counties of Leicestershire and Rutland. Founded in 1879, LCCC's proud legacy pre-dates Leicester Tigers RFC and Leicester City FC as the first major professional sports club in the County. Ad is the 25th anniversary of our second County Championship win, and a decade since our record-breaking third T20 Blast triumph.

The Club has a number of aims of primary importance, however, it is of top priority that it has a robust strategy to ensure it remains viable, sustainable, and financially stable in the short, medium and long term and that it reduces its reliability on ECB income.

Winning is our raison d'être; both on the field and off the field. We aim to be 1st class in everything that we do. We are the Academy of Cricket. We aspire to have an Academy and pathway which creates players for England. We sported the youngest team in the T20 competition in 2020, reaching the quarter finals. We aim to attract young, hungry talent who can be nurtured into England's players of the future.

Off the field we aim to make the County ground the "premium outdoor venue in Leicestershire" for concerts and first-class events; a place where everyone wants to come; a place where everyone, from whatever background, feels at home, embracing diversity at every level. We aim to continue building on our member engagement through 4 members' forums every year.

LCCC is proud to be part of such a multicultural City and County. We are committed to serve the community, to equity, diversity and inclusion at every level and in every aspect of the Club, from Board to players to staff. LCCC's commitment is demonstrated by having the most diverse Board of any County and is proud to be the 1st County in the history of English Cricket to have a female Chair. We are proud to have 6 of our Academy members from a BAME background and to be one of the ECB Pilot Counties who have appointed a Community Talent Champion.

The Board as a whole is collectively responsible for the Club achieving these aims, for promoting the success of the Club by directing its affairs, for constructively challenging and helping to develop strategy, for directing the decision-making process of the senior management team and being the critical friend, and for assessing the performance of management in meeting agreed goals and objectives. In a nutshell, the Board is responsible for the success of the Club.

GOVERNANCE AND LEADERSHIP

Responsibility for the day-to-day running of the Club rests with the Senior Management Team which report directly to the Chief Executive Officer, Sean Jarvis. The Chief Executive reports to the Chairman of the Leicestershire County Cricket Club Board.

Club Rule 16.1.1 states that the Board shall consist of:

- A Chief Executive
- 2 Elected Directors
- 5 Nominated Directors
- 1 Organisation Director
- + (Rule 18.3) a Director from each Lending Council, of which there is 1.



NOMINATED DIRECTOR

We are seeking a Nominated Director vacancy on our board with a 3-year term who could bring expertise in community engagement and diversity.

The successful Nominated Director candidate will have outstanding communication skills and preferably, though not essential, experience of contributing at Board level.

Experience of working in collaboration with multiple stakeholders and a passion for cricket/sport/success will be important as the Club continues to develop and grow.

See the following pages for more information.



Community and Diversity

Essential:

- Knowledge and understanding of the need for diversity and the requirements of the wide range of communities that the Club serves.
- A commitment to, and proven track record in, successfully engaging with diverse, multicultural local communities to promote an integrated and wholly-inclusive approach.
- A desire to support the development of an inspiring, clear and practical Equity, Diversity and Inclusion action plan.
- To act as a role model and champion of that wholly-inclusive best practice approach throughout the community and amongst their networks and our stakeholders.
- A desire to help create, strengthen and continually improve understanding and relations throughout the organisation and create a bridge with multicultural communities.
- A desire and commitment to support the Club in engaging South Asian and other cricketing communities in a meaningful way.





Terms of Appointment

The appointment is for a three year term;
The position is non-executive and non-remunerative with reasonable expenses covered.

Directors are permitted to re-apply at the end of their term ([see Club Rules](#)).

Time Commitment - The Board will meet up to six times per year with an overall anticipated time commitment of 10-15 days per annum although this can vary.

Location - Uptonsteel County Ground.

Competencies, Expertise, Qualifications and Experience Criteria Required by the Board

It is intended that the criteria listed below will be covered in terms of the competencies, expertise, qualifications and experience of the entire Board, but it is unlikely that any one Director will possess them all:

PLEASE STATE IN YOUR COVERING LETTER WHICH OF THE FOLLOWING YOU CAN OFFER

- Directorship, Board and Committee Membership
- Strategic Planning and Leadership
- Corporate Governance and Ethics
- Legal Compliance
- Stakeholder Engagement
- Public Relations, Marketing, Media and Social
- Networking
- Quality Control
- Commercial Management
- Risk Management and Audit
- Human Resources, Staff Development, Safeguarding and Data Protection
- Property Management and Development
- Information Technology
- Accounting, Finance and Investment
- Insurance
- First-Class Cricket
- Diversity
- Integrity and Community Standing
- Teamwork and Interpersonal Skills
- Higher Education and Professional Qualifications

Summary of Responsibilities of All Directors

A Director is a key person responsible for running the Club and it is upon all Directors that the success, the name, and the reputation of the Club relies. Conducting the role of a Director requires a clear understanding of each and every aspect of the Club's business. The Club demands that all of its Directors are fit and proper people, of good character with no record of serious misconduct or mismanagement or conviction for dishonesty, disqualification as a trustee or director, or any record of bankruptcy.

Principal Duties of All Directors

Principal duties of all Directors include a willingness, commitment, and the ability to:

- provide constructive challenge to the work of the Board and help to develop the Club's philosophies, missions, policies, strategies, goals, and objectives;
- work closely with all other Directors to ensure that the Club is governed successfully;
- scrutinise management performance in meeting agreed goals and objectives and accept responsibility for the overall success or failure of the Club;
- satisfy themselves on the integrity of financial information and that controls and risk management systems are robust;
- look after the well-being of all employees and examine the performance of each department within the Club;
- maintain and champion an inclusive and diverse environment throughout the Club, considering all aspects of diversity including all protected characteristics and backgrounds;
- recognise and understand the benefit of increased diversity and the requirements of the disadvantaged in the community that the Club serves;
- execute the responsibilities of a company director according to lawful and ethical standards;
- give direction to ensure that the Club fully conforms to current laws and regulations;
- bring the attention of the Board to any potential hazards or problems for the business operations of the Club;
- work in a professional manner and act as an ambassador for the Club at all times.

How to apply

Leicestershire County Cricket Club recognises and encourages the benefits of greater board diversity and an inclusive culture. As such, we are keenly looking to build a more representative board and welcome applications from under-represented groups including women, individuals from Black and Asian communities, people with disabilities, and LGBTQ people.

Previous board experience is not essential, although a willingness to help champion the sport and a commitment to enable our vision is.

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5699**.

The deadline for all applications is **9am on Monday 16th May 2022**. Following this, Perrett Laver will meet with the Selection Committee to agree upon a shortlist of candidates. Shortlisted candidates will be invited to interview with Leicestershire County Cricket Club w/c 6th June. Candidates will be co-opted onto the Board pending appointment and ratification at the March 2023 AGM.

It is recommended that Applicants consider the Club Rules before applying.

Applicants are reminded that under Club Rule 16.1.7:

No person shall serve as a Nominated Director unless that person was an **individual Member at the time of their appointment by the Board** and remains so upon ratification by the members at an Annual General Meeting.

Please see **pages 29-31 of the Club Rules** for full details of Competencies, Expertise, Qualifications and Experience Criteria for Nominated Directors.

How to apply (continued)

Accessibility

Should you require access to these documents in alternative formats, please contact Lina Franzen via Lina.Franzen@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Inclusion

Perrett Laver believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background and sexual orientation, we would like to specifically invite applications from under-represented groups.

Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR), Perrett Laver is a Data Controller and a Data Processor. Our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>